



***THE BAY AREA RAPID TRANSIT DISTRICT
POLICE DEPARTMENT
INVITES APPLICATIONS FOR***

POLICE SERGEANT

\$90,864 — \$132,070 annually

Bay Area Rapid Transit District

**Posting Date: January 3, 2012
Closing Date: Open Until Filled**

An Equal Opportunity Employer - BART is an equal opportunity employer. Women, minorities, and persons with disabilities are encouraged to apply.

THE POSITION

The Bay Area Rapid Transit District Police Department is announcing an excellent employment opportunity to fill several Police Sergeant vacancies. Under the direction of a Police Lieutenant or Deputy Police Chief, this is the first-line supervisory class which provides direction and review to assigned sworn and technical support staff during an assigned shift. Sergeants are expected to exercise considerable latitude and independent judgment in conducting their daily duties. A Police Sergeant may be provided specific work instructions by superior officers; however, sergeants typically operate with considerable independence in performing regularly assigned duties.

THE DEPARTMENT

The BART Police Department (BPD) is comprised of 296 personnel, of which 206 are sworn peace officers with peace officer authority, anywhere in the State of California. BPD's Chief of Police commands the Department which is BART's sole law-enforcement entity, providing a full range of police services. To prepare for/respond to major emergencies, critical incidents, and tactical responses, the Department is a signatory to the Bay Area's mutual-aid pacts. In addition, the Department has teams of highly-trained officers for tactical response and/or crisis negotiations.

The Patrol Bureau is decentralized into four, geographical police zones, each with its own headquarters and field offices. This community-based deployment strategy enhances BPD's ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees. BPD sergeants may be assigned to work within any zone or in any one of the many specialized assignments available within the Department.

There are BPD facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro, Hayward, San Francisco, Colma and San Bruno, where sergeants, officers and community service officers report for duty.

MISSION STATEMENT

The mission of BPD is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

The Core Values:

- ❖ **INTEGRITY** - We inspire trust and carry ourselves in a manner that demonstrates the highest levels of honesty, ethics, and moral conduct.
- ❖ **SERVICE** - Placing Service above Self, we work in partnership with the community, serving with pride, courage and compassion.
- ❖ **ACCOUNTABILITY** - We take ownership of our duties, remaining answerable to the public and accountable to the laws, rules, policies and procedures that govern and guide us.
- ❖ **PROFESSIONALISM** - We are committed to conduct and performance reflective of the highest standard of personal and organizational excellence.
- ❖ **DIVERSITY** - We acknowledge and embrace the diversity in the communities we serve and strive to ensure diversity is reflected in all levels of our organization.

MINIMUM QUALIFICATIONS

Education: Sixty (60) semester or ninety (90) quarter units with major course work in administration of justice, business or public administration or a closely related field from an accredited college. A Bachelor's degree is preferred.

Experience: Four (4) years of (full-time equivalent) verifiable non-probationary sworn Police Officer experience.

License or Certificate: Must possess a valid P.O.S.T. Intermediate Certificate and to remain firearm qualified.

Substitution: A valid P.O.S.T. Advanced certificate and twelve years of experience may be substituted for the education. A Bachelor's degree is preferred.

All applicants must meet ALL of the minimum qualifications by the filing deadline.



BENEFITS AND PAY

BART offers one of the most comprehensive compensation and benefits programs you will find anywhere. We pay at rates that are strongly competitive in the labor market, and complement our pay program with an outstanding benefits package. Benefits include the renowned CalPERS pension system, excellent medical, vision, and dental coverage, supplemental insurances, excellent paid holidays and vacation, as well as a deferred compensation program. Additionally, no deductions are made for Social Security. For more information on the benefits package, see the summary listing in the sidebar to the right.

ESSENTIAL JOB FUNCTIONS

EXAMPLES OF DUTIES – *Duties may include, but are not limited to, the following:*

1. Plans, organizes, assigns, directs, reviews and evaluates staff and activities during an assigned shift or in an assigned function
2. Assists in developing goals, objectives, policies, procedures and work standards
3. Assists in implementation of ordinances, rules and regulations to further departmental goals
4. Performs duties and responsibilities consistent with the Law Enforcement Code of Ethics
5. Maintains discipline and communicates and interprets policies and procedures to subordinates
6. Responsible for productivity of assigned staff and monitors their training and professional development
7. Ensures that subordinates respond to calls for service
8. Performs varied police duties relating to the enforcement of law, investigation and prevention of crime, patrol, traffic control and community information
9. Presents evidence in court
10. Confers with and provides assistance to District staff and police command staff
11. Prepares and reviews a variety of reports, records, correspondence and other written materials
12. Represents the District in meetings with other law enforcement agencies, professional, business and community organizations and the public
13. Handles patron inquiries and community complaints
14. Monitors developments related to police service procedures, techniques and equipment; recommends policy, procedural and equipment improvements

BENEFITS (cont'd)

Retirement Programs

- ❖ BART's pension plan is through the California Public Employees' Retirement System (CalPERS), and provides for 3% @ 50. BART reimburses employees for 100% of the employee contribution. Reciprocity with other public retirement systems is available.
- ❖ Deferred Compensation Plan (IRC 457) is offered.

Medical Benefits—Choice of:

- ❖ HMO & PPO through CalPERS. Monthly premium of \$86.95 for 2011 and \$89.55 for 2012. You pay nothing extra for dependents

Dental Benefits

- ❖ Principal Financial Group. \$2,000 per person per calendar year with no deductible. Orthodontia – lifetime max of \$3,500 and a \$50.00 deductible.

Vision Benefits

- ❖ Vision Service Plan (VSP). Standard and enhanced plans available.

Vacation

- ❖ Three weeks per year after 1 year of service. Four weeks after five years of service. Five weeks after 14 years of service. Six weeks after 19 years of service.

Holidays

- ❖ 10 paid holidays per year
- ❖ 3 floating holidays per year

Sick Leave

- ❖ Twelve days per year

Life Insurance

- ❖ Two times the amount of annual base salary. Optional life insurance can also be purchased.

Disability Benefits

- ❖ PORAC long-term coverage. Monthly cost to employee of \$3.00.

Other Benefits

- ❖ Education Assistance Program
- ❖ Employee Assistance Program
- ❖ Free BART Transportation
- ❖ Survivor Benefits

HOW TO APPLY

External applicants may only apply online, at www.bart.gov/jobs. Applicants needing assistance with the online application process may receive additional information by calling (510) 464-6112.

Current employees are strongly encouraged to apply online, either at www.bart.gov/jobs, or on WebBART. Current employees may also apply using a BART paper application by delivering the completed form to the Human Resources Department, or by mailing it to P. O. Box 12688, Oakland, CA 94604-2688.

All applicants are asked to complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. Online applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be submitted (in completed form) by the closing date and time listed on the job announcement.

SELECTION PROCESS

This position is represented by the BART Police Management Association (BPMA). Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes. District employees will be given first priority of positions over any external candidates.

The selection process for this position may include a skills/performance demonstration, a written examination, and/or an individual or panel interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S.; pass a pre-employment medical examination which includes a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check (not applicable to current full-time District employees, unless specific job requires additional evaluations).



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